

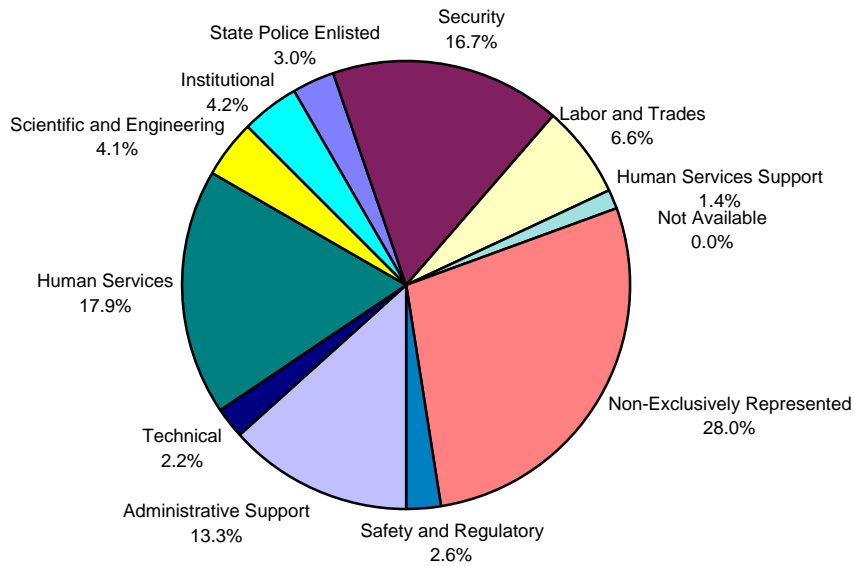
## SECTION FIVE

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### **BARGAINING UNIT CHARACTERISTICS**

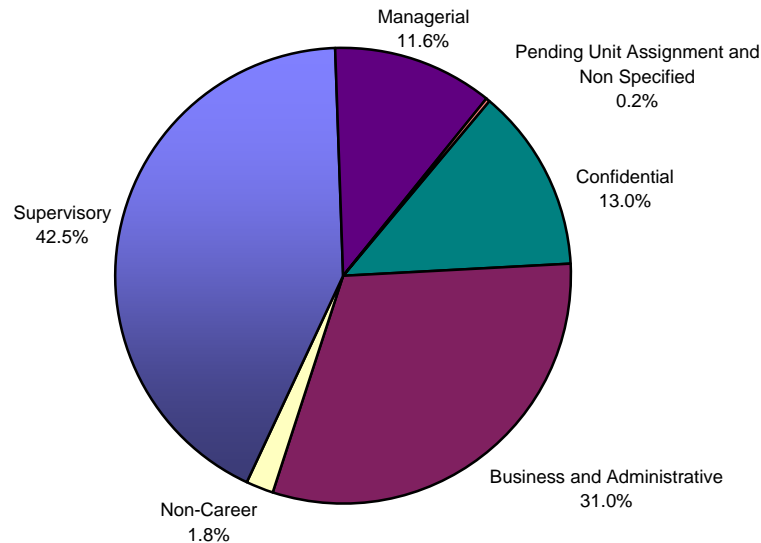
**BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT  
BY BARGAINING UNIT  
Fiscal Year 2007-08**

Graph 5-1



(53,501 Employees)

**Non-Exclusively Represented  
14,997 Employees**



Source: MIDB CIVIL SERVICE HWF44

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career, in primary positions only.

Comment: Of the 53,501 classified employees at fiscal year end, 72 percent were exclusively represented by one of eight employee organizations.

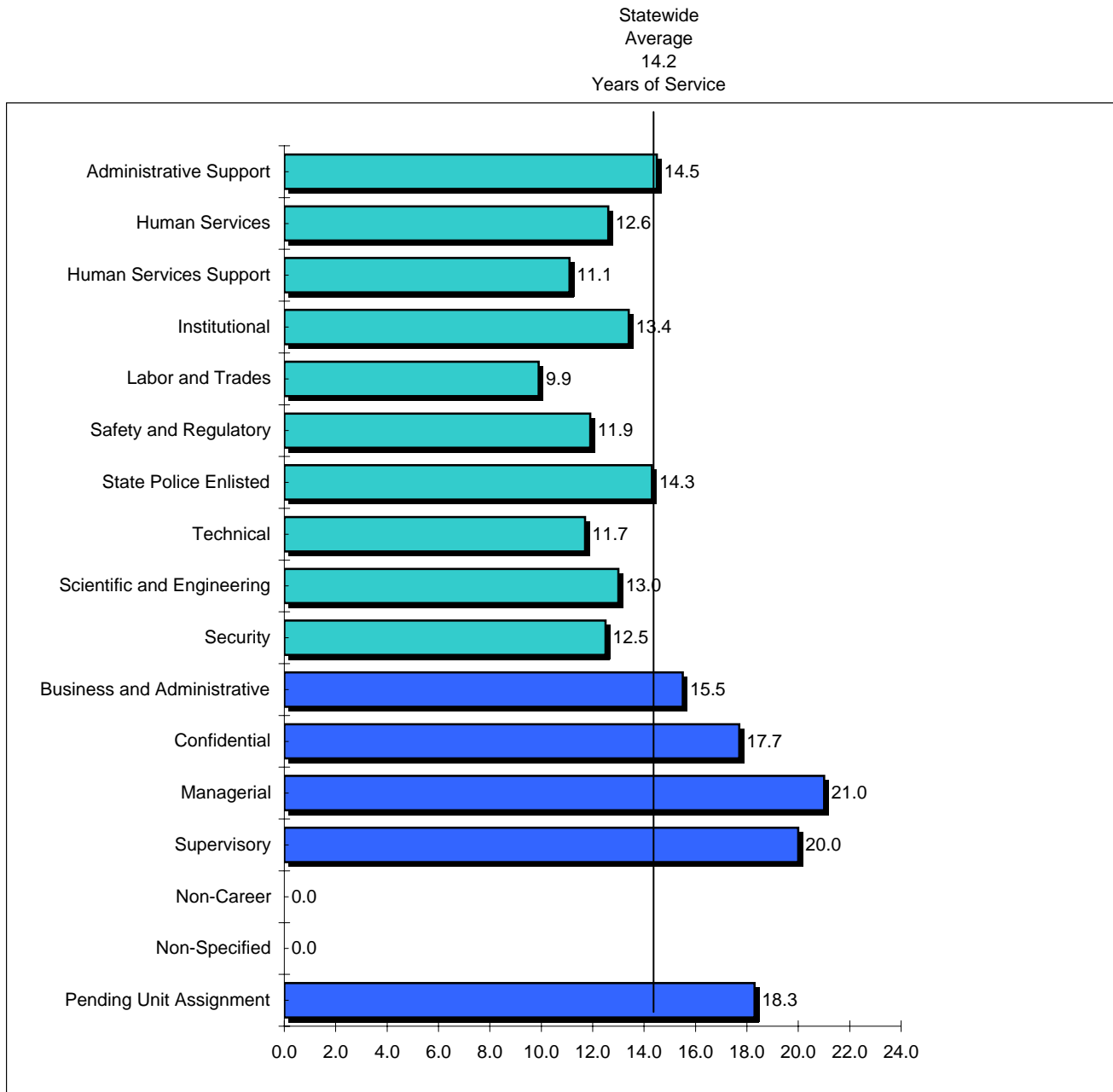
# EMPLOYEES PAYING UNION MEMBERSHIP FEES BY BARGAINING UNIT

PAY PERIOD ENDING September 20, 2008

UNION CODE/UNIT NAME	TOTAL	MSEA		UAW LOCAL 6000		MCO, SEIU LOCAL 526M		HSS, SEIU LOCAL 517M		S & E, SEIU LOCAL 517M		TECH, SEIU LOCAL 517M		MSPTA		AFSCME COUNCIL 25	
	EMPLOYEES	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT
A02 SAFETY & REGULATORY	1,380	1,206	87.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
A31 LABOR AND TRADES	3,543	3,131	88.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
C12 SECURITY	8,930	1	0.0	0	0.0	8,490	95.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
E42 HUMAN SERVICES SUPPORT	741	0	0.0	0	0.0	0	0.0	710	95.8	0	0.0	0	0.0	0	0.0	0	0.0
H21 SCIENTIFIC & ENGINEERING	2,216	0	0.0	0	0.0	0	0.0	0	0.0	2,133	96.3	1	0.0	0	0.0	0	0.0
L32 TECHNICAL	1,171	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,064	90.9	0	0.0	0	0.0
N/A UNAVAILABLE	2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
T01 STATE POLICE ENLISTED	1,603	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,502	93.7	0	0.0
U11 INSTITUTIONAL	2,271	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	2,224	97.9
W22 HUMAN SERVICES	9,556	1	0.0	9,035	94.5	2	0.0	0	0.0	0	0.0	0	0.0	0	0.0	4	0.0
W41 ADMINISTRATIVE SUPPORT	7,091	1	0.0	6,450	91.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	0.0
Y00 NON-SPECIFIED	23	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y23 BUSINESS & ADMINISTRATION	4,645	1	0.0	11	0.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y50 PENDING UNIT ASSIGNMENT	3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y51 SUPERVISORY	6,375	0	0.0	9	0.1	3	0.0	0	0.0	4	0.1	0	0.0	0	0.0	0	0.0
Y52 NONCAREER	269	1	0.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y98 MANAGERIAL	1,735	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y99 CONFIDENTIAL	1,947	0	0.0	3	0.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
<b>EXCLUSIVELY REPRESENTED TOTAL</b>	<b>38,504</b>	<b>4,340</b>	<b>11.3</b>	<b>15,485</b>	<b>40.2</b>	<b>8,492</b>	<b>22.1</b>	<b>710</b>	<b>1.8</b>	<b>2,133</b>	<b>5.5</b>	<b>1,065</b>	<b>2.8</b>	<b>1,502</b>	<b>3.9</b>	<b>2,229</b>	<b>5.8</b>
<b>NON-EXCLUSIVELY REPRESENTED TOTAL</b>	<b>14,997</b>	<b>2</b>	<b>0.0</b>	<b>23</b>	<b>0.2</b>	<b>3</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>4</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>
<b>STATEWIDE TOTAL</b>	<b>53,501</b>	<b>4,342</b>	<b>8.1</b>	<b>15,508</b>	<b>29.0</b>	<b>8,495</b>	<b>15.9</b>	<b>710</b>	<b>1.3</b>	<b>2,137</b>	<b>4.0</b>	<b>1,065</b>	<b>2.0</b>	<b>1,502</b>	<b>2.8</b>	<b>2,229</b>	<b>4.2</b>

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career, in primary positions only paying membership dues to exclusive representative organizations only. The number and percentage under each union represnets those paying member fees.

# **AVERAGE YEARS OF SERVICE BY BARGAINING UNIT** **Fiscal Year 2007-08**



- Exclusively Represented Units
- Non-Exclusively Represented Units

Note: Years of service computed for this report do not include service credit for military service, college/university, county, or unclassified employment.

Source: MIDB Civil Service HWF20

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 20 SEPTEMBER 20, 2008

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>A02 - SAFETY &amp; REGULATORY</b>																
00 - 05 YEARS	252	99	9	6	1	2	8	0	2	0	3	0	275	107	1	0
06 - 10 YEARS	236	64	14	18	5	2	7	2	2	0	0	0	264	86	0	0
11 - 15 YEARS	155	27	6	14	2	1	3	1	2	0	0	0	168	43	0	0
16 - 20 YEARS	118	27	11	20	3	1	2	1	1	0	0	0	135	49	5	3
21 - 25 YEARS	62	25	15	15	2	0	5	2	1	0	0	0	85	42	0	0
26 - 30 YEARS	39	15	5	12	0	0	2	1	0	0	0	0	46	28	4	0
31 - 35 YEARS	21	9	3	8	2	0	1	0	0	0	0	0	27	17	1	1
36 - 40 YEARS	6	1	0	1	0	0	0	0	0	0	0	0	6	2	1	1
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>889</b>	<b>267</b>	<b>63</b>	<b>94</b>	<b>15</b>	<b>6</b>	<b>28</b>	<b>7</b>	<b>8</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>1,006</b>	<b>374</b>	<b>12</b>	<b>5</b>
MORE THAN 10 YEARS:	401	104	40	70	9	2	13	5	4	0	0	0	467	181	11	5
AVERAGE YEARS	11.3	10.7	15.9	17.8	15.9	9.7	12.1	16.7	10.8	0.0	3.0	0.0	11.6	12.6	23.8	25.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>11.9</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 20 SEPTEMBER 20, 2008

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>A31 - LABOR AND TRADES</b>																
00 - 05 YEARS	1,007	475	39	9	10	7	22	3	2	0	15	7	1,095	501	9	4
06 - 10 YEARS	510	37	32	3	11	0	9	0	0	1	0	0	562	41	1	0
11 - 15 YEARS	280	27	16	2	9	1	5	1	0	0	0	0	310	31	8	1
16 - 20 YEARS	264	26	31	3	3	0	12	1	1	0	0	0	311	30	17	1
21 - 25 YEARS	211	20	26	3	6	0	8	1	2	0	0	0	253	24	26	1
26 - 30 YEARS	141	19	16	3	2	0	5	2	1	0	0	0	165	24	16	1
31 - 35 YEARS	132	12	6	3	5	0	10	1	0	0	0	0	153	16	8	2
36 - 40 YEARS	20	1	1	0	0	0	3	0	0	0	0	0	24	1	3	1
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>2,567</b>	<b>617</b>	<b>167</b>	<b>26</b>	<b>46</b>	<b>8</b>	<b>74</b>	<b>9</b>	<b>6</b>	<b>1</b>	<b>15</b>	<b>7</b>	<b>2,875</b>	<b>668</b>	<b>88</b>	<b>11</b>
MORE THAN 10 YEARS:	1,050	105	96	14	25	1	43	6	4	0	0	0	1,218	126	78	7
AVERAGE YEARS	10.8	4.3	14.4	14.7	13.8	1.4	15.5	17.1	14.7	9.0	0.0	0.0	11.1	4.8	21.0	17.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>9.9</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 20 SEPTEMBER 20, 2008

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>C12 - SECURITY</b>																
00 - 05 YEARS	838	293	166	175	37	6	46	17	6	5	24	9	1,117	505	1	1
06 - 10 YEARS	1,564	277	176	139	32	6	43	18	7	0	0	0	1,822	440	3	1
11 - 15 YEARS	1,221	257	130	106	48	6	50	4	3	0	0	0	1,452	373	4	3
16 - 20 YEARS	1,279	168	89	59	43	6	34	5	3	0	0	0	1,448	238	35	10
21 - 25 YEARS	938	99	155	101	19	3	14	2	1	0	0	0	1,127	205	50	13
26 - 30 YEARS	113	15	17	7	2	0	2	1	0	0	0	0	134	23	4	1
31 - 35 YEARS	29	4	9	1	0	0	0	0	0	0	0	0	38	5	1	0
36 - 40 YEARS	1	1	1	0	0	0	0	0	0	0	0	0	2	1	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>5,983</b>	<b>1,114</b>	<b>743</b>	<b>588</b>	<b>181</b>	<b>27</b>	<b>189</b>	<b>47</b>	<b>20</b>	<b>5</b>	<b>24</b>	<b>9</b>	<b>7,140</b>	<b>1,790</b>	<b>98</b>	<b>29</b>
MORE THAN 10 YEARS:	3,581	544	401	274	112	15	100	12	7	0	0	0	4,201	845	94	27
AVERAGE YEARS	13.2	10.7	12.5	10.9	12.4	11.9	11.1	8.3	9.5	2.6	0.9	1.1	13.0	10.6	20.3	19.2
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>12.5</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 20 SEPTEMBER 20, 2008

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>E42 - HUMAN SERVICES SUPPORT</b>																
00 - 05 YEARS	35	57	13	81	0	1	3	6	0	1	0	0	51	146	3	2
06 - 10 YEARS	39	84	28	111	0	2	3	9	2	4	1	1	73	211	4	1
11 - 15 YEARS	7	23	5	9	0	1	1	4	0	1	0	0	13	38	2	1
16 - 20 YEARS	17	24	4	22	0	1	1	4	0	0	0	0	22	51	7	7
21 - 25 YEARS	2	21	3	17	0	0	1	3	0	1	0	0	6	42	1	2
26 - 30 YEARS	2	20	3	13	0	3	1	0	0	0	0	0	6	36	4	5
31 - 35 YEARS	8	18	1	13	1	0	0	0	0	0	0	0	10	31	3	4
36 - 40 YEARS	1	3	0	0	0	0	0	0	0	0	0	0	1	3	1	0
MORE THAN 40 YEARS	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>111</b>	<b>250</b>	<b>57</b>	<b>267</b>	<b>1</b>	<b>8</b>	<b>10</b>	<b>26</b>	<b>2</b>	<b>7</b>	<b>1</b>	<b>1</b>	<b>182</b>	<b>559</b>	<b>25</b>	<b>22</b>
MORE THAN 10 YEARS:	37	109	16	75	1	5	4	11	0	2	0	0	58	202	18	19
AVERAGE YEARS	10.4	12.9	9.8	10.0	32.0	16.8	11.5	10.8	6.5	9.3	6.0	6.0	10.4	11.4	18.6	21.2
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>11.1</b>															



**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 20 SEPTEMBER 20, 2008

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>H21 - SCIENTIFIC &amp; ENGINEERING</b>																
00 - 05 YEARS	325	206	7	7	1	0	4	4	5	8	0	0	342	225	1	0
06 - 10 YEARS	338	149	9	7	0	0	4	4	13	8	0	0	364	168	1	2
11 - 15 YEARS	175	84	6	4	1	0	2	1	8	6	0	0	192	95	1	1
16 - 20 YEARS	241	122	8	7	1	1	6	1	8	5	0	0	264	136	5	1
21 - 25 YEARS	110	54	12	5	1	4	2	0	6	2	0	0	131	65	5	2
26 - 30 YEARS	83	30	7	2	1	0	1	0	5	1	0	0	97	33	3	2
31 - 35 YEARS	65	5	4	1	0	0	2	0	2	0	0	0	73	6	1	0
36 - 40 YEARS	18	2	0	0	0	0	0	0	1	0	0	0	19	2	0	0
MORE THAN 40 YEARS	3	0	0	0	0	0	0	0	1	0	0	0	4	0	1	0
<b>BARGAINING UNIT TOTAL</b>	<b>1,358</b>	<b>652</b>	<b>53</b>	<b>33</b>	<b>5</b>	<b>5</b>	<b>21</b>	<b>10</b>	<b>49</b>	<b>30</b>	<b>0</b>	<b>0</b>	<b>1,486</b>	<b>730</b>	<b>18</b>	<b>8</b>
MORE THAN 10 YEARS:	695	297	37	19	4	5	13	2	31	14	0	0	780	337	16	6
AVERAGE YEARS	13.5	11.4	17.4	13.8	16.8	22.2	14.9	8.0	16.5	11.2	0.0	0.0	13.8	11.5	22.0	18.8
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>13.0</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 20 SEPTEMBER 20, 2008

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>L32 - TECHNICAL</b>																
00 - 05 YEARS	288	102	12	7	2	0	7	1	3	4	1	1	313	115	1	0
06 - 10 YEARS	144	59	2	2	2	0	2	0	4	1	0	0	154	62	0	0
11 - 15 YEARS	94	24	4	1	0	0	2	0	2	2	0	0	102	27	1	0
16 - 20 YEARS	115	31	6	4	0	0	1	0	3	1	0	0	125	36	6	1
21 - 25 YEARS	72	18	11	5	0	1	2	1	0	0	0	0	85	25	2	2
26 - 30 YEARS	25	9	4	5	1	0	3	1	1	0	0	0	34	15	0	1
31 - 35 YEARS	39	4	2	1	0	0	2	0	0	0	0	0	43	5	6	0
36 - 40 YEARS	15	4	0	0	0	0	2	0	2	0	0	0	19	4	2	0
MORE THAN 40 YEARS	5	2	0	0	0	0	0	0	0	0	0	0	5	2	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>797</b>	<b>253</b>	<b>41</b>	<b>25</b>	<b>5</b>	<b>1</b>	<b>21</b>	<b>3</b>	<b>15</b>	<b>8</b>	<b>1</b>	<b>1</b>	<b>880</b>	<b>291</b>	<b>18</b>	<b>4</b>
MORE THAN 10 YEARS:	365	92	27	16	1	1	12	2	8	3	0	0	413	114	17	4
AVERAGE YEARS	11.7	10.1	15.2	16.0	10.8	22.0	16.3	19.7	15.3	8.9	0.0	0.0	12.0	10.7	24.5	23.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>11.7</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 20 SEPTEMBER 20, 2008

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>NOT AVAILABLE</b>																
00 - 05 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0
06 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>
MORE THAN 10 YEARS:	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>0.0</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 20 SEPTEMBER 20, 2008

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>T01 - STATE POLICE ENLISTED</b>																
00 - 05 YEARS	136	13	7	1	0	0	3	0	1	0	1	0	148	14	0	0
06 - 10 YEARS	293	26	5	2	0	0	5	0	1	0	0	0	304	28	0	0
11 - 15 YEARS	438	61	37	4	16	0	15	0	3	0	0	0	509	65	2	0
16 - 20 YEARS	146	27	25	2	3	0	7	1	2	1	0	0	183	31	0	0
21 - 25 YEARS	128	41	24	2	6	0	13	1	0	0	0	0	171	44	1	0
26 - 30 YEARS	50	2	15	0	0	0	2	0	0	0	0	0	67	2	0	0
31 - 35 YEARS	20	2	2	1	0	0	2	0	0	0	0	0	24	3	0	0
36 - 40 YEARS	5	0	2	0	0	0	1	0	0	0	0	0	8	0	0	0
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>1,218</b>	<b>172</b>	<b>117</b>	<b>12</b>	<b>25</b>	<b>0</b>	<b>48</b>	<b>2</b>	<b>7</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1,416</b>	<b>187</b>	<b>3</b>	<b>0</b>
MORE THAN 10 YEARS:	789	133	105	9	25	0	40	2	5	1	0	0	964	145	3	0
AVERAGE YEARS	13.6	15.2	18.3	16.1	16.3	0.0	17.3	19.5	12.4	18.0	0.0	0.0	14.2	15.3	17.0	0.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>14.3</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 20 SEPTEMBER 20, 2008

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>U11 - INSTITUTIONAL</b>																
00 - 05 YEARS	179	283	46	105	1	3	8	8	1	1	0	2	235	402	0	0
06 - 10 YEARS	151	207	40	90	1	1	5	6	2	5	1	0	200	309	0	0
11 - 15 YEARS	106	115	19	46	1	1	5	4	3	0	0	0	134	166	2	1
16 - 20 YEARS	71	62	13	34	1	0	5	2	3	2	0	0	93	100	3	1
21 - 25 YEARS	59	64	23	43	1	1	0	5	0	0	0	0	83	113	4	5
26 - 30 YEARS	70	104	45	50	3	0	3	2	0	0	0	0	121	156	4	8
31 - 35 YEARS	54	63	10	19	1	0	0	1	1	0	0	0	66	83	5	1
36 - 40 YEARS	2	4	1	1	0	0	1	0	0	0	0	0	4	5	0	0
MORE THAN 40 YEARS	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>692</b>	<b>902</b>	<b>197</b>	<b>389</b>	<b>9</b>	<b>6</b>	<b>27</b>	<b>28</b>	<b>10</b>	<b>8</b>	<b>1</b>	<b>2</b>	<b>936</b>	<b>1,335</b>	<b>18</b>	<b>16</b>
MORE THAN 10 YEARS:	362	412	111	194	7	2	14	14	7	2	0	0	501	624	18	16
AVERAGE YEARS	13.7	12.7	15.4	13.5	19.8	9.0	12.8	12.6	13.8	10.6	6.0	0.5	14.1	12.9	25.1	25.8
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>13.4</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 20 SEPTEMBER 20, 2008

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>W22 - HUMAN SERVICES</b>																
00 - 05 YEARS	390	1,258	106	649	2	6	21	77	5	22	3	14	527	2,026	5	10
06 - 10 YEARS	424	1,042	96	659	4	12	21	63	11	18	0	0	556	1,794	4	6
11 - 15 YEARS	385	619	104	311	2	10	15	49	5	19	0	0	511	1,008	5	17
16 - 20 YEARS	221	457	56	227	2	10	11	40	5	14	0	0	295	748	21	34
21 - 25 YEARS	175	245	40	150	3	3	6	18	1	8	0	0	225	424	11	20
26 - 30 YEARS	174	363	35	250	1	7	6	11	4	5	0	1	220	637	18	40
31 - 35 YEARS	124	207	20	136	1	1	3	2	2	0	0	0	150	346	10	20
36 - 40 YEARS	14	30	6	30	0	0	0	3	0	0	0	0	20	63	2	2
MORE THAN 40 YEARS	3	1	1	1	0	0	0	0	0	0	0	0	4	2	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>1,910</b>	<b>4,222</b>	<b>464</b>	<b>2,413</b>	<b>15</b>	<b>49</b>	<b>83</b>	<b>263</b>	<b>33</b>	<b>86</b>	<b>3</b>	<b>15</b>	<b>2,508</b>	<b>7,048</b>	<b>76</b>	<b>149</b>
MORE THAN 10 YEARS:	1,096	1,922	262	1,105	9	31	41	123	17	46	0	1	1,425	3,228	67	133
AVERAGE YEARS	14.0	11.9	13.2	12.7	14.9	14.5	12.1	11.2	13.5	11.8	0.3	2.5	13.8	12.2	21.9	21.6
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>12.6</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 20 SEPTEMBER 20, 2008

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>W41 - ADMINISTRATIVE SUPPORT</b>																
00 - 05 YEARS	209	1,216	35	255	0	11	11	63	2	10	7	7	264	1,562	2	6
06 - 10 YEARS	135	1,016	27	212	1	12	7	41	3	7	0	0	173	1,288	1	11
11 - 15 YEARS	64	553	9	133	1	12	5	19	0	5	0	0	79	722	5	15
16 - 20 YEARS	51	556	10	153	1	7	3	40	2	6	0	0	67	762	13	71
21 - 25 YEARS	24	429	10	138	0	10	4	28	1	5	0	0	39	610	10	46
26 - 30 YEARS	41	528	17	186	0	12	4	29	0	6	0	0	62	761	12	53
31 - 35 YEARS	31	436	1	107	0	2	1	10	0	1	0	0	33	556	5	36
36 - 40 YEARS	8	69	2	25	0	0	0	0	0	0	0	0	10	94	0	4
MORE THAN 40 YEARS	0	8	0	1	0	0	0	0	0	0	0	0	0	9	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>563</b>	<b>4,811</b>	<b>111</b>	<b>1,210</b>	<b>3</b>	<b>66</b>	<b>35</b>	<b>230</b>	<b>8</b>	<b>40</b>	<b>7</b>	<b>7</b>	<b>727</b>	<b>6,364</b>	<b>48</b>	<b>242</b>
MORE THAN 10 YEARS:	219	2,579	49	743	2	43	17	126	3	23	0	0	290	3,514	45	225
AVERAGE YEARS	11.0	14.5	12.6	16.2	12.3	16.0	12.1	14.0	10.6	14.1	0.1	0.7	11.2	14.8	22.0	22.6
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>14.5</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 20 SEPTEMBER 20, 2008

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y00 - NON-SPECIFIED</b>																
00 - 05 YEARS	6	11	0	3	0	0	0	3	0	0	0	0	6	17	0	0
06 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>6</b>	<b>11</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>17</b>	<b>0</b>	<b>0</b>
MORE THAN 10 YEARS:	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>0.0</b>															



**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 20 SEPTEMBER 20, 2008

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y23 - BUSINESS &amp; ADMINISTRATION</b>																
00 - 05 YEARS	395	367	37	91	3	6	4	9	44	37	15	8	498	518	1	1
06 - 10 YEARS	349	425	32	95	1	1	8	11	24	20	0	0	414	552	8	2
11 - 15 YEARS	222	253	22	49	1	2	5	7	8	11	0	0	258	322	3	4
16 - 20 YEARS	156	226	36	54	1	1	7	12	7	8	0	0	207	301	18	26
21 - 25 YEARS	145	235	39	75	0	3	11	14	13	8	0	0	208	335	25	15
26 - 30 YEARS	137	236	33	65	2	0	5	7	1	4	0	0	178	312	20	26
31 - 35 YEARS	143	241	11	33	0	2	3	3	2	3	0	0	159	282	15	24
36 - 40 YEARS	35	49	2	3	0	0	1	1	0	0	0	0	38	53	4	2
MORE THAN 40 YEARS	3	5	1	0	0	0	0	1	0	0	0	0	4	6	1	2
<b>BARGAINING UNIT TOTAL</b>	<b>1,585</b>	<b>2,037</b>	<b>213</b>	<b>465</b>	<b>8</b>	<b>15</b>	<b>44</b>	<b>65</b>	<b>99</b>	<b>91</b>	<b>15</b>	<b>8</b>	<b>1,964</b>	<b>2,681</b>	<b>95</b>	<b>102</b>
MORE THAN 10 YEARS:	841	1,245	144	279	4	8	32	45	31	34	0	0	1,052	1,611	86	99
AVERAGE YEARS	14.5	16.6	17.1	15.9	12.9	13.1	18.0	16.9	9.8	10.1	0.7	1.5	14.5	16.2	24.1	25.4
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>15.5</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 20 SEPTEMBER 20, 2008

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y50 - PENDING UNIT ASSIGNMENT</b>																
00 - 05 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
06 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0
26 - 30 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>0</b>
MORE THAN 10 YEARS:	2	0	0	0	0	0	0	0	0	0	0	0	2	0	2	0
AVERAGE YEARS	25.5	4.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	25.5	4.0	25.5	0.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>18.3</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 20 SEPTEMBER 20, 2008

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y51 - SUPERVISORY</b>																
00 - 05 YEARS	105	140	13	31	0	0	3	3	5	9	0	1	126	184	2	1
06 - 10 YEARS	341	283	36	94	4	1	5	6	12	5	0	0	398	389	1	1
11 - 15 YEARS	468	336	67	105	7	8	6	12	7	6	0	0	555	467	4	7
16 - 20 YEARS	600	321	70	109	20	5	21	11	5	9	0	0	716	455	22	18
21 - 25 YEARS	639	334	116	137	13	4	24	10	14	6	0	0	806	491	62	20
26 - 30 YEARS	343	326	61	120	5	3	8	15	4	6	0	0	421	470	34	40
31 - 35 YEARS	339	198	38	87	6	1	8	4	3	1	0	0	394	291	34	14
36 - 40 YEARS	109	47	9	19	1	1	1	2	1	0	0	0	121	69	15	7
MORE THAN 40 YEARS	11	4	0	4	0	0	0	0	3	0	0	0	14	8	3	2
<b>BARGAINING UNIT TOTAL</b>	<b>2,955</b>	<b>1,989</b>	<b>410</b>	<b>706</b>	<b>56</b>	<b>23</b>	<b>76</b>	<b>63</b>	<b>54</b>	<b>42</b>	<b>0</b>	<b>1</b>	<b>3,551</b>	<b>2,824</b>	<b>177</b>	<b>110</b>
MORE THAN 10 YEARS:	2,509	1,566	361	581	52	22	68	54	37	28	0	0	3,027	2,251	174	108
AVERAGE YEARS	20.4	19.2	20.6	20.5	20.8	19.9	20.7	20.3	18.4	15.4	0.0	1.0	20.4	19.5	26.1	25.8
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>20.0</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 20 SEPTEMBER 20, 2008

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y52 - NONCAREER</b>																
00 - 05 YEARS	101	116	13	12	0	0	1	3	3	3	9	8	127	142	1	1
06 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>101</b>	<b>116</b>	<b>13</b>	<b>12</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>9</b>	<b>8</b>	<b>127</b>	<b>142</b>	<b>1</b>	<b>1</b>
MORE THAN 10 YEARS:	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	0.0	0.0	0.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>0.0</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 20 SEPTEMBER 20, 2008

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y98 - MANAGERIAL</b>																
00 - 05 YEARS	98	68	15	17	0	1	1	1	2	2	6	3	122	92	1	0
06 - 10 YEARS	84	60	7	8	0	0	2	3	0	1	0	0	93	72	1	1
11 - 15 YEARS	94	65	5	4	0	2	1	0	1	1	0	0	101	72	3	1
16 - 20 YEARS	89	83	16	17	0	1	2	2	3	1	0	0	110	104	3	4
21 - 25 YEARS	125	89	18	21	5	1	4	2	3	1	0	0	155	114	11	5
26 - 30 YEARS	116	95	26	29	1	2	4	3	1	4	1	0	149	133	15	7
31 - 35 YEARS	171	87	18	27	3	1	2	1	0	0	0	0	194	116	20	5
36 - 40 YEARS	66	17	3	6	1	0	2	0	1	0	0	0	73	23	6	2
MORE THAN 40 YEARS	7	4	0	0	0	0	1	0	0	0	0	0	8	4	2	0
<b>BARGAINING UNIT TOTAL</b>	<b>850</b>	<b>568</b>	<b>108</b>	<b>129</b>	<b>10</b>	<b>8</b>	<b>19</b>	<b>12</b>	<b>11</b>	<b>10</b>	<b>7</b>	<b>3</b>	<b>1,005</b>	<b>730</b>	<b>62</b>	<b>25</b>
MORE THAN 10 YEARS:	668	440	86	104	10	7	16	8	9	7	1	0	790	566	60	24
AVERAGE YEARS	21.6	20.1	21.3	22.4	27.8	20.4	23.8	18.8	19.2	18.3	5.9	1.0	21.5	20.4	28.4	26.1
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>21.0</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

PAY END NUMBER AND DATE: 20 SEPTEMBER 20, 2008

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y99 - CONFIDENTIAL</b>																
00 - 05 YEARS	59	171	10	28	1	3	0	7	1	1	0	4	71	214	1	2
06 - 10 YEARS	57	260	13	35	0	2	1	3	0	4	0	0	71	304	0	1
11 - 15 YEARS	25	161	3	25	0	1	2	1	1	1	0	0	31	189	0	4
16 - 20 YEARS	20	185	4	28	0	2	3	9	0	6	0	0	27	230	1	5
21 - 25 YEARS	26	148	10	39	0	1	0	18	1	3	0	0	37	209	3	16
26 - 30 YEARS	17	177	2	35	1	3	0	12	1	1	0	0	21	228	2	13
31 - 35 YEARS	24	181	3	38	1	1	1	4	0	1	0	0	29	225	2	17
36 - 40 YEARS	4	46	1	5	0	0	1	1	0	0	0	0	6	52	0	2
MORE THAN 40 YEARS	0	3	0	0	0	0	0	0	0	0	0	0	0	3	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>232</b>	<b>1,332</b>	<b>46</b>	<b>233</b>	<b>3</b>	<b>13</b>	<b>8</b>	<b>55</b>	<b>4</b>	<b>17</b>	<b>0</b>	<b>4</b>	<b>293</b>	<b>1,654</b>	<b>9</b>	<b>60</b>
MORE THAN 10 YEARS:	116	901	23	170	2	8	7	45	3	12	0	0	151	1,136	8	57
AVERAGE YEARS	14.2	18.1	14.0	19.3	21.7	17.2	20.6	20.7	17.0	17.4	0.0	2.5	14.5	18.3	22.8	25.4
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>17.7</b>															

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE  
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**

**PAY END NUMBER AND DATE: 20 SEPTEMBER 20, 2008**

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>STATEWIDE TOTAL</b>																
00- 05 YEARS	4,424	4,877	528	1,477	58	46	142	205	82	103	84	64	5,318	6,772	29	28
06- 10 YEARS	4,665	3,989	517	1,475	61	39	122	166	81	74	2	1	5,448	5,744	24	26
11- 15 YEARS	3,734	2,605	433	813	88	45	117	103	43	52	0	0	4,415	3,618	40	55
16- 20 YEARS	3,388	2,315	379	739	78	35	115	129	43	53	0	0	4,003	3,271	156	182
21- 25 YEARS	2,717	1,822	502	751	56	31	94	105	43	34	0	0	3,412	2,743	212	147
26- 30 YEARS	1,352	1,939	286	777	19	30	46	84	18	27	1	1	1,722	2,858	137	197
31- 35 YEARS	1,200	1,467	128	475	20	8	35	26	10	6	0	0	1,393	1,982	111	124
36- 40 YEARS	304	274	28	90	2	1	12	7	5	0	0	0	351	372	34	21
MORE THAN 40 YEARS	36	27	2	8	0	0	1	1	4	0	0	0	43	36	7	4
<b>STATEWIDE TOTAL</b>	<b>21,820</b>	<b>19,315</b>	<b>2,803</b>	<b>6,605</b>	<b>382</b>	<b>235</b>	<b>684</b>	<b>826</b>	<b>329</b>	<b>349</b>	<b>87</b>	<b>66</b>	<b>26,105</b>	<b>27,396</b>	<b>750</b>	<b>784</b>
MORE THAN 10 YEARS	12,731	10,449	1,758	3,653	263	150	420	455	166	172	1	1	15,339	14,880	697	730
AVERAGE YEARS	14.2	14.1	15.2	14.7	15.0	15.0	14.6	13.8	13.4	12.1	1.1	1.3	14.2	14.2	23.4	23.3
<b>STATEWIDE TOTAL AVERAGE YEARS</b>	<b>14.2</b>															

This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college service hours, county service hours, military service hours or other service hours. The continuous service unclassified hours field is not included in the report, however if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted from this report.

Table 5-3

**AVERAGE AGE, PAY RATE, AND LONGEVITY ANALYSIS BY BARGAINING UNIT**  
**Pay Period Ending: September 20, 2008**

BARGAINING UNIT	Number of Employees	Percent of Classified Employees	Average Age	Average Pay Rate	Count of Employees Eligible for Longevity	Percent of Bargaining Unit Eligible for Longevity
A02 - SAFETY & REGULATORY	1,387	2.6 %	44.8	\$23.49	979	70.6 %
A31 - LABOR AND TRADES	3,554	6.6 %	45.0	\$17.71	1,943	54.7 %
C12 - SECURITY	8,993	16.8 %	42.8	\$22.88	7,409	82.4 %
E42 - HUMAN SERVICES SUPPORT	741	1.4 %	47.2	\$22.60	431	58.2 %
H21 - SCIENTIFIC & ENGINEERING	2,217	4.1 %	44.1	\$31.22	1,621	73.1 %
L32 - TECHNICAL	1,171	2.2 %	41.9	\$21.66	728	62.2 %
T01 - STATE POLICE ENLISTED	1,608	3.0 %	40.3	\$29.51	1,457	90.6 %
U11 - INSTITUTIONAL	2,309	4.3 %	46.7	\$19.72	1,605	69.5 %
W22 - HUMAN SERVICES	9,561	17.8 %	45.9	\$25.44	6,633	69.4 %
W41 - ADMINISTRATIVE SUPPORT	7,098	13.2 %	47.0	\$19.96	5,119	72.1 %
Y00 - NON-SPECIFIED	23	0.0 %	23.1	\$14.06	0	
Y23 - BUSINESS & ADMINISTRATION	4,646	8.7 %	47.0	\$30.46	3,482	74.9 %
Y50 - PENDING UNIT ASSIGNMENT	3	0.0 %	50.2	\$21.75	2	66.7 %
Y51 - SUPERVISORY	6,390	11.9 %	49.6	\$32.20	6,018	94.2 %
Y52 - NONCAREER	269	0.5 %	25.4	\$13.70	1	0.4 %
Y98 - MANAGERIAL	1,736	3.2 %	51.9	\$46.50	1,499	86.3 %
Y99 - CONFIDENTIAL	1,947	3.6 %	48.0	\$26.85	1,587	81.5 %
<b>STATEWIDE TOTAL</b>	<b>53,653</b>	<b>100.0 %</b>	<b>45.9</b>	<b>\$25.62</b>	<b>40,514</b>	<b>75.5 %</b>

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.



**ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY BARGAINING UNIT****PAY PERIOD ENDING Sep 20, 2008**

Unit Code	Bargaining Unit	Total Employees	Health Insurance						Dental Insurance						Vision Insurance	
			State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	State Sponsored Dental	%	Dental Maintenance	%	Preventative Dental	%	State Sponsored Vision	%
A02	SAFETY & REGULATORY	1,330	906	68 %	304	23 %	18	1 %	1,219	92 %	11	1 %	7	1 %	1,243	93 %
A31	LABOR AND TRADES	2,433	1,414	58 %	865	36 %	15	1 %	2,287	94 %	12	0 %	5	0 %	2,303	95 %
C12	SECURITY	8,993	5,784	64 %	2,784	31 %	37	0 %	8,441	94 %	191	2 %	20	0 %	8,649	96 %
E42	HUMAN SERVICES SUPPORT	741	471	64 %	233	31 %	4	1 %	680	92 %	36	5 %	0	0 %	719	97 %
H21	SCIENTIFIC & ENGINEERING	2,214	1,170	53 %	918	41 %	24	1 %	2,064	93 %	46	2 %	6	0 %	2,128	96 %
L32	TECHNICAL	992	564	57 %	370	37 %	11	1 %	931	94 %	22	2 %	4	0 %	958	97 %
T01	STATE POLICE ENLISTED	1,608	1,450	90 %	123	8 %	3	0 %	1,577	98 %	3	0 %	1	0 %	1,582	98 %
U11	INSTITUTIONAL	2,274	1,456	64 %	703	31 %	8	0 %	2,136	94 %	35	2 %	3	0 %	2,177	96 %
W22	HUMAN SERVICES	9,499	5,446	57 %	3,361	35 %	91	1 %	8,639	91 %	311	3 %	41	0 %	9,023	95 %
W41	ADMINISTRATIVE SUPPORT	6,679	2,972	44 %	3,210	48 %	68	1 %	6,019	90 %	237	4 %	22	0 %	6,293	94 %
Y23	BUSINESS & ADMINISTRATION	4,634	1,845	40 %	2,391	52 %	70	2 %	4,187	90 %	145	3 %	17	0 %	4,363	94 %
Y50	PENDING UNIT ASSIGNMENT	3	0	0 %	3	100 %	0	0 %	3	100 %	0	0 %	0	0 %	3	100 %
Y51	SUPERVISORY	6,390	3,627	57 %	2,354	37 %	58	1 %	5,949	93 %	116	2 %	12	0 %	6,079	95 %
Y98	MANAGERIAL	1,736	867	50 %	760	44 %	14	1 %	1,635	94 %	21	1 %	6	0 %	1,665	96 %
Y99	CONFIDENTIAL	1,938	730	38 %	1,007	52 %	20	1 %	1,740	90 %	46	2 %	4	0 %	1,788	92 %
<b>STATEWIDE TOTALS:</b>		<b>51,464</b>	<b>28,702</b>	<b>56 %</b>	<b>19,386</b>	<b>38 %</b>	<b>441</b>	<b>1 %</b>	<b>47,507</b>	<b>92 %</b>	<b>1,232</b>	<b>2 %</b>	<b>148</b>	<b>0 %</b>	<b>48,973</b>	<b>95 %</b>

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or on workers compensation in primary positions only.

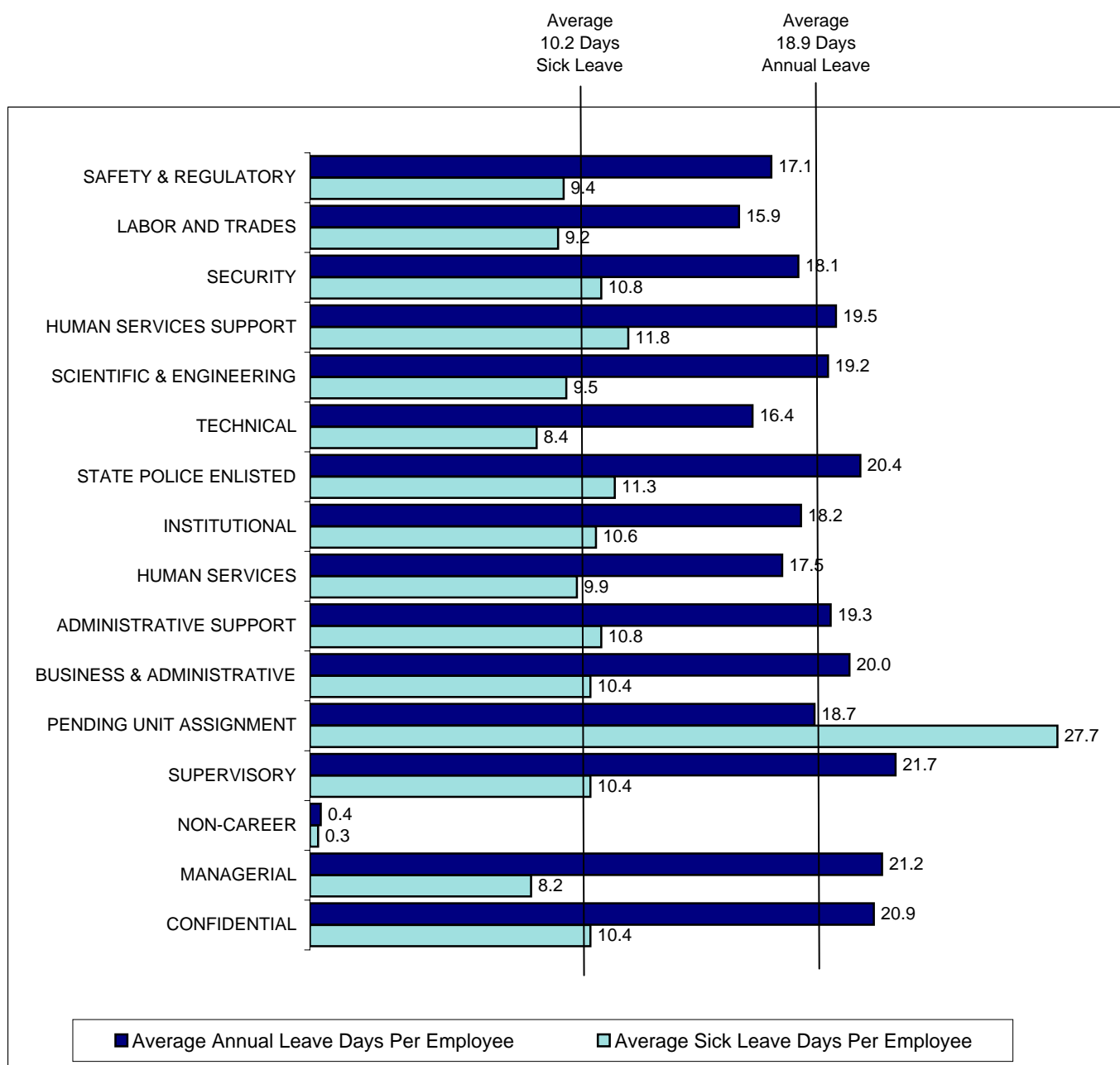
# ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY BARGAINING UNIT

PAY PERIOD ENDING Sep 20, 2008

Unit Code	Bargaining Unit	Total Employees	Disability Insurance				Life Insurance					
			CMI	%	Reliance	%	United of Omaha	%	United of Omaha Reduced Life	%	Reliastar	%
A02	SAFETY & REGULATORY	1,330	1,137	85 %	86	6 %	1,251	94 %	77	6 %	82	6 %
A31	LABOR AND TRADES	2,433	2,185	90 %	12	0 %	2,339	96 %	88	4 %	16	1 %
C12	SECURITY	8,993	8,430	94 %	0	0 %	8,701	97 %	290	3 %	0	0 %
E42	HUMAN SERVICES SUPPORT	741	644	87 %	0	0 %	698	94 %	43	6 %	0	0 %
H21	SCIENTIFIC & ENGINEERING	2,214	1,853	84 %	32	1 %	2,045	92 %	165	7 %	23	1 %
L32	TECHNICAL	992	837	84 %	26	3 %	908	92 %	79	8 %	16	2 %
T01	STATE POLICE ENLISTED	1,608	1,578	98 %	1,060	66 %	1,556	97 %	44	3 %	1,134	71 %
U11	INSTITUTIONAL	2,274	2,059	91 %	2	0 %	2,203	97 %	71	3 %	0	0 %
W22	HUMAN SERVICES	9,499	8,478	89 %	1	0 %	8,955	94 %	542	6 %	0	0 %
W41	ADMINISTRATIVE SUPPORT	6,679	5,967	89 %	152	2 %	6,314	95 %	338	5 %	119	2 %
Y23	BUSINESS & ADMINISTRATION	4,634	3,989	86 %	62	1 %	4,336	94 %	284	6 %	43	1 %
Y50	PENDING UNIT ASSIGNMENT	3	3	100 %	0	0 %	3	100 %	0	0 %	0	0 %
Y51	SUPERVISORY	6,390	6,143	96 %	199	3 %	6,190	97 %	194	3 %	191	3 %
Y98	MANAGERIAL	1,736	1,581	91 %	32	2 %	1,663	96 %	70	4 %	39	2 %
Y99	CONFIDENTIAL	1,938	1,758	91 %	22	1 %	1,839	95 %	94	5 %	20	1 %
<b>STATEWIDE TOTALS:</b>		<b>51,464</b>	<b>46,642</b>	<b>91 %</b>	<b>1,686</b>	<b>3 %</b>	<b>49,001</b>	<b>95 %</b>	<b>2,379</b>	<b>5 %</b>	<b>1,683</b>	<b>3 %</b>

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or on workers compensation in primary positions only.

### ANNUAL LEAVE AND SICK LEAVE USAGE BY BARGAINING UNIT Fiscal Year 2007-08



Source: HWF29 and HWF32

Beginning in FY 2004, the calculation of leave usage is based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Leave use averages do not include leave balances paid at separation. Prior to FY 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.

## SICK LEAVE USAGE ANALYSIS BY BARGAINING UNIT

From Pay Period Ending: 10/6/2007 Through Pay Period Ending: 09/20/2008

Bargaining Unit Code/Name	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee
A02 SAFETY & REGULATORY	1,475	110,536.0	74.9	9.4
A31 LABOR AND TRADES	3,147	231,356.5	73.5	9.2
C12 SECURITY	9,568	828,315.0	86.6	10.8
E42 HUMAN SERVICES SUPPORT	823	77,796.2	94.5	11.8
H21 SCIENTIFIC & ENGINEERING	2,326	177,592.4	76.4	9.5
L32 TECHNICAL	1,222	82,457.7	67.5	8.4
T01 STATE POLICE ENLISTED	1,631	147,196.7	90.2	11.3
U11 INSTITUTIONAL	2,618	221,081.9	84.4	10.6
W22 HUMAN SERVICES	10,360	817,823.6	78.9	9.9
W41 ADMINISTRATIVE SUPPORT	7,339	636,591.5	86.7	10.8
Y00 NON-SPECIFIED	5	0.0	0.0	0.0
Y23 BUSINESS & ADMINISTRATION	4,920	411,119.1	83.6	10.4
Y50 PENDING UNIT ASSIGNMENT	2	442.4	221.2	27.7
Y51 SUPERVISORY	6,871	573,335.6	83.4	10.4
Y52 NONCAREER	100	243.1	2.4	0.3
Y98 MANAGERIAL	1,872	123,114.6	65.8	8.2
Y99 CONFIDENTIAL	2,062	170,789.1	82.8	10.4
<b>STATEWIDE</b>	<b>56,341</b>	<b>4,609,791.4</b>	<b>81.8</b>	<b>10.2</b>

Note: Beginning in FY2004, the calculation of leave usage was based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Leave use averages do not include leave balances paid at separation. Prior to 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.

# ANNUAL LEAVE AND DEFERRED HOURS USAGE ANALYSIS BY BARGAINING UNIT

From Pay Period Ending: 10/6/2007 Through Pay Period Ending: 09/20/2008

ANNUAL LEAVE					DEFERRED HOURS				
Bargaining Unit Code/Name	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee	
A02 SAFETY & REGULATORY	1,475	202,286.2	137.1	17.1	1,475	6,661.8	4.5	0.6	
A31 LABOR AND TRADES	3,147	401,490.3	127.6	15.9	3,147	7,802.1	2.5	0.3	
C12 SECURITY	9,568	1,382,302.9	144.5	18.1	9,568	37,851.7	4.0	0.5	
E42 HUMAN SERVICES SUPPORT	823	128,507.0	156.1	19.5	823	2,268.7	2.8	0.3	
H21 SCIENTIFIC & ENGINEERING	2,326	356,651.7	153.3	19.2	2,326	11,767.2	5.1	0.6	
L32 TECHNICAL	1,222	160,195.9	131.1	16.4	1,222	4,599.7	3.8	0.5	
T01 STATE POLICE ENLISTED	1,631	265,530.1	162.8	20.4	1,631	9,131.4	5.6	0.7	
U11 INSTITUTIONAL	2,618	382,041.6	145.9	18.2	2,618	12,576.3	4.8	0.6	
W22 HUMAN SERVICES	10,360	1,454,141.5	140.4	17.5	10,360	35,834.6	3.5	0.4	
W41 ADMINISTRATIVE SUPPORT	7,339	1,132,524.7	154.3	19.3	7,339	23,881.7	3.3	0.4	
Y00 NON-SPECIFIED	5	0.0	0.0	0.0	5	0.0	0.0	0.0	
Y23 BUSINESS & ADMINISTRATION	4,920	785,914.9	159.7	20.0	4,920	17,837.6	3.6	0.5	
Y50 PENDING UNIT ASSIGNMENT	2	299.6	149.8	18.7	2	0.0	0.0	0.0	
Y51 SUPERVISORY	6,871	1,191,884.9	173.5	21.7	6,871	28,875.0	4.2	0.5	
Y52 NONCAREER	100	293.7	2.9	0.4	100	30.5	0.3	0.0	
Y98 MANAGERIAL	1,872	316,981.6	169.3	21.2	1,872	5,002.8	2.7	0.3	
Y99 CONFIDENTIAL	2,062	344,058.3	166.9	20.9	2,062	7,813.7	3.8	0.5	
<b>STATEWIDE</b>	<b>56,341</b>	<b>8,505,104.9</b>	<b>151.0</b>	<b>18.9</b>	<b>56,341</b>	<b>211,934.8</b>	<b>3.8</b>	<b>0.5</b>	

Note: Beginning in FY2004, the calculation of leave usage was based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Banked leave hours used are included in the deferred hours used calculation. Leave use averages do not include leave balances paid at separation. Prior to 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.

**STATE CLASSIFIED EMPLOYEE AVERAGE SICK LEAVE AND ANNUAL LEAVE USAGE  
BY BARGAINING UNIT  
Fiscal Year 2007-08**

<b>UNION CODE</b>	<b>BARGAINING UNIT</b>	<b>AVERAGE SICK LEAVE DAYS PER EMPLOYEE</b>	<b>AVERAGE ANNUAL LEAVE DAYS PER EMPLOYEE</b>	<b>TOTAL AVERAGE DAYS PER EMPLOYEE</b>
A02	SAFETY & REGULATORY	9.4	17.1	26.5
A31	LABOR AND TRADES	9.2	15.9	25.1
C12	SECURITY	10.8	18.1	28.9
E42	HUMAN SERVICES SUPPORT	11.8	19.5	31.3
H21	SCIENTIFIC & ENGINEERING	9.5	19.2	28.7
L32	TECHNICAL	8.4	16.4	24.8
T01	STATE POLICE ENLISTED	11.3	20.4	31.7
U11	INSTITUTIONAL	10.6	18.2	28.8
W22	HUMAN SERVICES	9.9	17.5	27.4
W41	ADMINISTRATIVE SUPPORT	10.8	19.3	30.1
Y23	BUSINESS & ADMINISTRATION	10.4	20.0	30.4
Y50	PENDING UNIT ASSIGNMENT	27.7	18.7	46.4
Y51	SUPERVISORY	10.4	21.7	32.1
Y52	NON-CAREER	0.3	0.4	0.7
Y98	MANAGERIAL	8.2	21.2	29.4
Y99	CONFIDENTIAL	10.4	20.9	31.3
	STATEWIDE AVERAGE	10.2	18.9	29.1

Source: HWF29 and HWF32

Note: Beginning in FY 2004, the calculation of leave usage is based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Leave use averages do not include leave balances paid at separation. Prior to FY 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.

**STATE CLASSIFIED EMPLOYEE  
SICK LEAVE USAGE COMPARISON BY BARGAINING UNIT  
(Average Days Per Employee)**

**Fiscal Years 2003-04 through 2007-08**

<b>UNION CODE</b>	<b>BARGAINING UNIT</b>	<b>2003-04</b>	<b>2004-05</b>	<b>2005-06</b>	<b>2006-07</b>	<b>2007-08</b>
A02	SAFETY & REGULATORY	8.4	8.7	9.1	9.8	9.4
A31	LABOR AND TRADES	10.0	8.5	8.8	9.3	9.2
C12	SECURITY	12.3	12.2	11.6	12.0	10.8
E42	HUMAN SERVICES SUPPORT	10.1	10.0	11.0	11.9	11.8
H21	SCIENTIFIC & ENGINEERING	7.8	8.5	8.9	9.8	9.5
L32	TECHNICAL	7.4	7.2	8.0	8.6	8.4
T01	STATE POLICE ENLISTED	9.8	10.1	10.3	11.5	11.3
U11	INSTITUTIONAL	10.8	10.4	10.5	11.0	10.6
W22	HUMAN SERVICES	10.1	10.2	10.4	10.9	9.9
W41	ADMINISTRATIVE SUPPORT	10.4	10.5	10.7	11.1	10.8
Y23	BUSINESS & ADMINISTRATION	8.9	9.9	9.9	10.8	10.4
Y50	PENDING UNIT ASSIGNMENT	1.8	8.1	7.6	6.3	27.7
Y51	SUPERVISORY	9.6	10.4	10.5	11.0	10.4
Y52	NON-CAREER	0.9	0.0	0.0	0.1	0.3
Y98	MANAGERIAL	6.5	7.3	7.5	8.3	8.2
Y99	CONFIDENTIAL	8.9	9.6	9.8	10.6	10.4
	STATEWIDE AVERAGE	10.0	10.1	10.2	10.8	10.2

Source: HWF29, for the last full pay period in each fiscal year.

Note: Beginning in FY 2004, the calculation of leave usage is based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Leave use averages do not include leave balances paid at separation. Prior to FY 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.

# **BARGAINING UNIT ANALYSIS BY DEPARTMENT**

Pay Period Number: 20 Ending September 20, 2008

## **EXCLUSIVELY REPRESENTED EMPLOYEES**

Department		No. of Employees	A02 Safety & Regulatory	A31 Labor & Trades	C12 Security	E42 Human Services Support	H21 Scientific & Engineering	L32 Technical	T01 State Police Enlisted	U11 Institutional	W22 Human Services	W41 Administrative Support	Total Exclusively Represented
AGRICULTURE	79	549	46	37	0	0	218	22	0	0	0	84	407
ATTORNEY GENERAL	11	500	27	1	0	0	0	0	0	0	0	90	118
AUDITOR GENERAL	03	142	0	2	0	0	0	0	0	0	0	2	4
CIVIL RIGHTS	15	122	0	0	0	0	0	0	0	0	55	15	70
CIVIL SERVICE COMMISSION	19	540	0	0	0	0	0	0	0	0	0	0	0
COMMUNITY HEALTH	39	4,082	40	111	179	0	145	46	0	989	675	595	2,780
CORRECTIONS	47	16,100	9	773	8,751	0	12	108	0	534	2,157	1,109	13,453
EDUCATION	31	406	2	12	0	2	0	0	0	28	122	86	252
ENVIRONMENTAL QUALITY	76	1,362	30	2	0	0	784	54	0	0	1	190	1,061
EXECUTIVE OFFICE	01	47	0	0	0	0	0	0	0	0	0	0	0
HISTORY ARTS AND LIBRARIES	25	257	22	47	0	0	11	2	0	0	48	56	186
HUMAN SERVICES	43	9,834	174	53	0	53	4	0	0	208	5,996	1,303	7,791
INFORMATION TECHNOLOGY	08	1,735	0	29	0	0	3	51	0	0	0	259	342
LABOR & ECONOMIC GROWTH	64	3,892	249	39	0	686	87	5	0	22	401	738	2,227
MANAGEMENT & BUDGET	07	981	4	279	0	0	36	11	0	0	2	137	469
MILITARY AFFAIRS	51	962	33	174	0	0	21	12	0	475	26	49	790
NATURAL RESOURCES	75	2,787	503	1,116	0	0	252	185	0	10	66	221	2,353
STATE	23	1,637	24	26	0	0	0	1	0	0	1	1,050	1,102
STATE POLICE	55	2,669	149	23	0	0	86	29	1,603	5	0	287	2,182
STRATEGIC FUND	07	240	0	35	0	0	0	2	0	0	0	71	108
TRANSPORTATION	59	3,144	58	776	0	0	555	642	0	0	3	246	2,280
TREASURY	27	1,520	10	8	0	0	2	1	0	0	3	503	527
<b>Grand Total:</b>		<b>53,508</b>	<b>1,380</b>	<b>3,543</b>	<b>8,930</b>	<b>741</b>	<b>2,216</b>	<b>1,171</b>	<b>1,603</b>	<b>2,271</b>	<b>9,556</b>	<b>7,091</b>	<b>38,502</b>

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.



# BARGAINING UNIT ANALYSIS BY DEPARTMENT

Pay Period Number: 20 Ending September 20, 2008

## NON-EXCLUSIVELY REPRESENTED EMPLOYEES

Department		No. of Employees	Y23 Business & Administrative	Y99 Confidential	Y98 Managerial	Y52 Non-Career	Y00/Y50 Pending Assignment	Y51 Supervisory	Total Non-Exclusively Represented
AGRICULTURE	79	549	28	13	20	7	0	74	142
ATTORNEY GENERAL	11	500	34	46	292	0	0	10	382
AUDITOR GENERAL	03	142	0	66	34	4	0	34	138
CIVIL RIGHTS	15	122	2	20	12	3	0	15	52
CIVIL SERVICE COMMISSION	19	540	6	434	62	9	6	23	540
COMMUNITY HEALTH	39	4,082	457	108	185	21	2	529	1,302
CORRECTIONS	47	16,100	175	159	146	2	0	2,165	2,647
EDUCATION	31	406	68	26	21	2	1	36	154
ENVIRONMENTAL QUALITY	76	1,362	61	26	21	20	1	172	301
EXECUTIVE OFFICE	01	47	0	46	0	1	0	0	47
HISTORY ARTS AND LIBRARIES	25	257	22	9	19	0	0	21	71
HUMAN SERVICES	43	9,834	466	270	176	0	0	1,131	2,043
INFORMATION TECHNOLOGY	08	1,735	1,019	56	91	41	12	174	1,393
LABOR & ECONOMIC GROWTH	64	3,892	859	174	209	71	1	351	1,665
MANAGEMENT & BUDGET	07	981	176	140	69	22	0	105	512
MILITARY AFFAIRS	51	962	23	17	16	0	0	116	172
NATURAL RESOURCES	75	2,787	75	37	50	5	2	265	434
STATE	23	1,637	140	65	47	11	0	272	535
STATE POLICE	55	2,669	109	34	45	5	0	294	487
STRATEGIC FUND	07	240	68	21	21	0	0	22	132
TRANSPORTATION	59	3,144	218	121	92	35	1	397	864
TREASURY	27	1,520	640	59	107	18	0	169	993
<b>Grand Total:</b>		<b>53,508</b>	<b>4,646</b>	<b>1,947</b>	<b>1,735</b>	<b>277</b>	<b>26</b>	<b>6,375</b>	<b>15,006</b>

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.